

PROPOSED INITIAL POSITION CONVERSION TABLE

FUNCTIONAL LEVEL	FROM CURRENT POSITION LEVEL	TO SIS POSITION LEVEL
Deputy Directors	EP-IV	SIS-6
Associate Deputy Directors Senior Staff Specialists Senior Office Heads	EP-V	SIS-5
Office Chiefs DDO Division Chiefs Senior Group and Staff Chiefs Senior Analysts Senior Operations Officers SPS-9's	GS-18	SIS-4
Deputy Office Chiefs Senior Analysts Senior Operations Officers SPS Equivalents	GS-17 [and "High Point" GS-16's] and SPS Equivalent	SIS-3
All other managers Senior Analysts Senior Operations Officers Staff Chiefs SPS Equivalents	All [other] GS-16's and SPS Equivalent Based on Relative Strength of the Position	SIS-2 or SIS-1